

By Messrs. Moore of Hopedale and Natsios of Holliston, petition of Richard T. Moore and other members of the House relative to further defining the areas of negotiation permitted under the collective bargaining law. Public Service.

The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Seventy-Nine.

AN ACT FURTHER DEFINING THE AREAS OF NEGOTIATION PERMITTED UNDER THE COLLECTIVE BARGAINING STATUTE.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Chapter 150E of the General Laws is hereby amended by striking
2 out section 6 and inserting in place thereof the following: —

3 *Section 6.* The employer and the exclusive representative shall
4 meet at reasonable times, including meetings in advance of the
5 employer's budget-making process and shall negotiate in good
6 faith with respect to wages, hours, and any other terms and condi-
7 tions of employment, but such obligation does not compel either
8 party to agree to a proposal or make a concession.

9 The employer shall have the right to make appointments and
10 determine standards therefore; direct employees; take disciplinary
11 action for just cause; maintain efficiency of governmental opera-
12 tions; set standards for quality of service; and take all necessary
13 actions to carry out its mission in emergencies.

14 Subject of collective bargaining under this section shall not
15 include matters of inherent management rights, including in such
16 term, but not in limitation thereof, the following: —

17 (a) The planning, determination and level of services provided
18 by the employer;

19 (b) The direction, management, supervision, control and evalua-
20 tion of the departments, units, programs or activities of the
21 employer and of its offices and employees;

22 (c) The determination of the methods, means, locations, staff-
23 ing, organization, number and training of personnel of the
24 employer;

25 (d) The hiring, appointment, assignment, transfer and promo-
26 tion of employees and the determination of standards of service.